



1st Cavalry Division Inspector General Newsletter



1st Quarter, FY06

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This quarterly Inspector General Bulletin is published to highlight important issues found by the 1CD IG through inspections, Inspector General Action Requests (IGARS), formal inquiries, and other sources. Recommendations for improvements/subjects may be addressed to Commander, 1st Cavalry Division, ATTN: AFVA-IG, Fort Hood, TX 76544-5034.

Opening Comments

The theme of this newsletter is on how everyone can work to better support the Chain of Command through personal responsibility. Though responsibility is not a core Army value, Duty, Respect, Honor, and Integrity are; and you will find that personal responsibility is a fundamental aspect of those values. This newsletter contains articles that address the various problems we face, and offers suggestions on how to overcome them as challenges.

The first question we ask Soldiers who calls is, "Who, in your chain of command, have you talked to?" The answer we get greatly influences our initial course of action. If a Soldier has not communicated his or her needs to the chain of command, beyond the squad leader, we often recommend that he or she use their commander's open door policy.

We, and IGs Army wide, report that processing requests for assistance – particularly non-support to family members – continues to occupy the majority of our time. As I mentioned in our previous newsletter, the 35 page AR 608-99 governs everything a commander needs to know in order to assist soldiers in resolving family non-support issues.

Another important regulation is AR 600-20. As a commander, if you have not already read this regulation you are working at a disadvantage. The regulation explains your authority and helps you establish policies and procedures. We receive numerous complaints from Soldiers who ask, "Can my commander do that?" To be an effective and successful leader you must know what you can and cannot do. If you choose to add to existing policies, do so in writing. This will aide in disseminating your standards and policy, but also help prevent a perception of preferential treatment or inconsistency within your command.

As IG's, it is our mission to serve as the eyes, ears, voice and conscience of the Commanding General. We take that responsibility seriously and offer our assistance to you freely. And don't be surprised to see us in your area, as we will spend every available moment - out and about - observing Soldiers doing what they do best, being the best, being the First Team.

Pegasus 17

The Battalion Organizational Inspection Program:

I observed the III Corps IG team conduct their Individual Deployment Readiness Inspection and was reminded of one very obvious aspect of inspections, especially in terms of compliance, that when units know they are being inspected they usually work

very hard to pass the inspection. It's idealistic to think that units will always remain 100% compliant with Army policies and regulations, but the real difference between pass and fail can be easily addressed with the establishment of one simple program – the Organizational Inspection Program (OIP).

To be perfectly honest, I don't understand why every battalion does not have an active and aggressive OIP already in place, because it equals success - in more ways than I can describe in this short article. Army Regulation 1-201 (Jan 2004), Army Inspection Policy, Section 3-2, paragraph c. reads, "The battalion OIP forms the basic building block for inspections, and the OIP of higher commands *must* complement the battalion-level programs."

Battalions form the basic building block of the OIP because they are the first command structure to have a staff. And one very important aspect of the Battalion OIP is the Command Inspection. The regulation states that every new company commander will receive an Initial Command Inspection, from his or her rater, within the first 90 days of assuming command. This important inspection gives a company commander the opportunity to assess his or her, "...unit's strengths and weaknesses in relation to higher headquarters' goals and all established standards." This translates into, "Are the companies following my command guidance?" What a commander inspects is his or her choice, and as long as the inspections are consistent across the battalion, the commander is provided a very accurate measurement of readiness. Remember, the OIP is a program of programs, and serves to organize existing compliance inspections such as Physical Security, Command Supply Discipline, Retention, Intelligence Oversight, etc., into one unified program.

Inspections do make things happen. Not frivolous or excessive and repetitive "fault finding" inspections, but inspections that are purposeful, coordinated, focused on feedback, instructive, and followed-up. If you want to catch violations of regulations and policies conduct a no-notice inspection on any one of your company supply rooms. But if you're really focused on creating a sustained compliance based organization, build a program of inspections and let your subordinates know when and where the inspections will occur.

The OIP is means for success, and AR 1-201 is a tool to facilitate that success. We, your division IG team, are another tool to that success and encourage you to contact us if you need assistance in kick-starting your battalion OIP. First Team!

MAJ Kenneth Cary



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Take Care of our Soldiers, and Yourself

You may have noticed recently that your life insurance deductions have increased on your LES. This increase has had an impact on a few of our Soldiers, so it deserves mention. I will first discuss the changes, and then I'll explain the impact.

The bottom line is this, if you didn't decline the new Servicemember's Group Life Insurance (SGLI) increase (to \$400,000.00) in writing, you saw an increase in your deductions. For those of you who are married, an additional life insurance deduction also appeared on your LES. The new deduction is called Family Servicemembers' Group Life Insurance (FSGLI), and it is a program extended to the spouses (and dependent children up to \$10,000) of members insured under the SGLI program. FSGLI provides up to a maximum of \$100,000 of insurance coverage for spouses. And like the SGLI increase, if you don't want the coverage (for your spouse), you have to submit a declination statement – in writing – to your Finance office.

The impact, other than having higher insurance coverage and paying a few dollars more in premiums, is mainly on dual military couples. Dual military couples do not pay the FSGLI premium while both are on active duty. However, if one member departs the military, the FSGLI insurance premiums are back dated to the establishment of the program (when the program started), or when the dual military couple married. In some cases the payment of back premiums has cost soldiers between four and five hundred dollars.

To avoid having to pay the back premiums, visit your PSB and decline the FSGLI coverage in writing. Be sure to retain a copy of the letter for when a member of the dual military family departs the Army. Again, the same is true for the increase in SGLI coverage. You must decline the increased or additional coverage in writing.

Another important Soldier pay issue relates to re-enlistments. It is important for leaders to understand that when Soldiers wait to re-enlist within their 30-day window to ETS, their "last" paycheck is essentially frozen. The "last" paycheck is then sent to out-processing for release after the Soldier clears his or her final-out. It's a good concept for Soldiers who are ETS'ing, but if they re-enlist during that 30-day window it is highly likely they will not receive a paycheck for that month.

The process to reactivate pay can take anywhere from two to three weeks due to the currently heavy volume of pay entries at DFAS. And once a Soldier "falls off the system", or remains on active duty beyond their original ETS date, it's even more difficult to resolve the matter in a timely manner. In this case, it can take up to two or three months to reactivate the Soldier's pay. To further complicate matters for the Soldier, once they are no longer in the system casual pay is also not available.

This Soldier pay nightmare can be avoided with one simple action; if at all possible, don't wait to re-enlist your soldiers within the 30-day window from ETS. Although re-enlist policy does allow this to occur, it sets a really bad example for our

first term Soldiers who re-enlistment and rely on their leaders to facilitate their first move toward making the Army a career. Counsel your Soldiers on this information and encourage them to re-enlist at least 60-days from ETS in order to avoid pay issues.

As leaders, we must continually encourage our Soldiers to remain informed. This information was published as vignettes on your LES, to include information with links to web-sites that offer greater detail, so stay informed and encourage your Soldiers to do the same.

MSG Wagner

Collection and Settlement of Unauthorized Pay or Allowances

We continue to see Soldiers who complain about receiving letters of indebtedness from the Defense Finance and Accounting Service (DFAS) through their chain of command. These letters always state that the Soldier received some form of unauthorized pay or allowance. A majority of the collections revolve around unauthorized language pay, BAH, jump pay, and recruiter pay.

The excuses are just as varied, and range from, "I didn't know" and "I was busy", to "I went to finance", and "I tried to fix it." However, ignorance, work demands, and failing to follow, or even follow-up on, changes to your pay status are no excuse. In our day of digital records and tracking, it is virtually impossible to "slip through the system."

Other pay balance issues include the following. If your marital status changes immediately contact your unit S1; Soldiers who depart airborne units, and leave jump status must ensure their jump pay stops; and Soldiers who are no longer serving in recruiting assignments must ensure their recruiter pay stops. These are just a few, but the point is, unauthorized pay or allowances will be collected by DFAS, and the longer you accept unauthorized pay or allowance, the more it will hurt when the collection occurs.

It is your responsibility, as a Soldier, to monitor and correct your pay, whether in your favor or against. Be sure to save all supporting documents, as this will allow Finance to better serve you while processing your claim or settlement. Also use your unit S1 and chain of command when you have questions. Remember, DFAS will collect if you accept unauthorized pay or allowances. Be smart, responsible, and watch you pay.

SFC Gallagher

AKO Notification

When's the last time you checked your AKO email account? The Army established the AKO portal to facilitate many things, not the least of which is to send notifications of NCOES attendance and/or PCS moves to Soldiers. But the system doesn't work if your Soldiers don't check their AKO email. But even if Soldiers do check their AKO email, it is not uncommon for them to learn about school or PCS moves before the chain of command does, which is why it is important commanders provide a means



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for Soldiers to check their AKO email accounts periodically while at work.

Unit ISGs are programmed to receive a carbon copy (cc:) of a Soldier notification, but if the records are wrong the chain of command will be the last to learn of the school or move. Leaders must ensure they update their personal information, to include the correct unit assignment.

By providing Soldiers routine access to AKO, it will help them remember their passwords. For your soldiers who do not have an AKO account, help them establish one. However, they should first contact their Personnel Office (S1) and verify that their information is up to date and entered into the Total Army Personnel Database. If a Soldier tries to register with AKO and receives an error message that reads, "SSN Already Exists", it is likely an AKO account has already been created for that Soldier. In that case, contact the AKO Help Desk at help@us.army.mil, DSN 654-4357, or (877) 256-8737, and they will provide the Soldier his or her username and assist them in obtaining a new password.

I recommend leaders verify that their Soldiers have, and have access to, their AKO accounts. It will make everyone's job a lot easier.

SFC Morgan

Uniforms and Appearance:

As young Soldiers we grow accustomed to being corrected by our NCO's, almost to the point of reliance. "It's their job to correct me, so if my *uniform* is wrong, they'll tell me to fix it." (Feel free to replace the word *uniform* with: barracks room, car, driver's license, family care plan, etc.) Knowing what is professional, and looking professional, is the hallmark of a true professional. Poor appearance not only reflects on you, as a Soldier, but also on your chain of command, your unit, and the United States Army. Though it is part of your leader's job to set and enforce standards, it should not be their primary job. As a professional Soldier, make it your responsibility and learn uniform policies!

Army Regulation 670-1, and associated policies, is available through your chain of command, on Army (AKO) and other open source web sites, and on Corps and Division home pages. To visit the First Cavalry Division CAVNET use the address 150.114.138.73 and review the posted policy letters. But understand that initial publication, especially internal uniform policies, often originate and disseminate through the chain of command before they are published.

If you want to be a leader, then educate yourself in all aspects of your profession. Violations of uniform policy occur when Soldiers don't know the policy and "wing-it", when they see another Soldier wearing a uniform a certain way and think it's all right, or worst yet, just don't care about what is right. I challenge all Soldiers, who strive for greater responsibility, to learn what right is, and then set and exceed the standards. Empower yourself with knowledge and don't be afraid to correct

your peers, or your superiors, when you see a uniform violation.

SFC Taylor

Before you tell it to your Inspector General...

- Be sure you have a problem, not just a peeve.
- Give your chain of command a chance to solve the problem.
- If IG assistance is needed, contact your local IG first.
- Be honest and don't provide misleading information.
- Keep in mind that IGs are not policy makers.
- Keep in mind that IG can only recommend, not order a resolution.
- Remember IGs can only resolve a case on the basis of fact.
- Don't expect instant action on your request... Be patient.
- Be prepared to take "no" for an answer.

"To complain without fear of reprisal is the right of any Soldier, Civilian, or Family Member seeking IG help. After all, problem solving is one of the IG's primary missions."

IG Office Hours

Walk-in's are welcome during normal office hours. Office hours are Mon, Tue, Wed & Thur from 0930-1130 / 1300-1600. The office is closed Friday, or the last duty day of the work week. An appointment is required for visits during other than normal hours.

IG POINTS OF CONTACT	NUMBERS
IG - LTC LEARY	287 - 9373
DEPUTY IG - MAJ CARY	287 - 9374
IG SGM - MSG WAGNER	287 - 9377
ASSISTANT IG - SFC GALLAGHER	287 - 7707
ASSISTANT IG - SFC MORGAN	287 - 9371
ASSISTANT IG - SFC TAYLOR	287 - 9372
ADMINISTRATIVE ASSISTANT	287 - 6775
Commanding General's Hotline	287 - 1CAV

This newsletter and other informational items can be found on the web at <http://cavnet/noframes/main.asp?path=/IG>